

OFFICE OF THE SUPERINTENDENT
Office of Legal Affairs

27 February 2012

TO: Ilana Rosenzweig
Executive Director
Independent Police Review Authority

FROM: Sgt. Robert A. Flores #2323
Office of Legal Affairs

SUBJECT: Initiation Report CL Number 1052-144

Reference: EEOC# 2012 - 004

Accused: Unknown

Complainant: Officer Michael A. Kasper # 4240 – Assigned to Unit 008 Detailed to 376
Emp# [REDACTED] D.O.B. [REDACTED] DOA: 29 June 1992

Date: 12 February 2012


Location: 3510 South Michigan Avenue (Human Resources Division)

In summary, the undersigned contacted the Independent Police Review Authority (IPRA), Intake Aide Tousant # 56896, at 1023 hours to obtain the above referenced equal employment opportunity number and complaint log number. This number was obtained due to the fact that the above complainant filed a Charge of Discrimination with the U.S. Equal Employment Opportunity Commission. A copy of Charge # 440-2012-02173 is attached and alleges, in summary, that the complainant has been discriminated against based on his disability in that he has been subjected to harassment, demotion and denial of promotional opportunities. Complainant also alleges that he requested an accommodation, which was not provided.

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Sgt. Robert Flores
Office of Legal Affairs

Date		Charging Party Signature
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EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: _____ Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 440-2012-02173	
Illinois Department Of Human Rights and EEOC <small>State or local Agency, if any</small>			
Name (Indicate Mr., Ms., Mrs.) Michael A. Kasper		Home Phone (Incl. Area Code) [REDACTED]	Date of Birth [REDACTED]
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
Named Is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name CHICAGO POLICE DEPARTMENT		No. Employees, Members 500 or More	Phone No. (Include Area Code) (312) 744-9701
Street Address 3510 S. Michigan Avenue, Chicago, IL 60602		City, State and ZIP Code [REDACTED]	
Name [REDACTED]		No. Employees, Members [REDACTED]	Phone No. (Include Area Code) [REDACTED]
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input checked="" type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify) _____		DATE(S) DISCRIMINATION TOOK PLACE Earliest _____ Latest 02-12-2012 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began my employment on or about June 29, 1992. My most recent position was Patrolman. During my employment, I have been subjected to harassment, demotion, and denial of promotional opportunities. I requested an accommodation, which was not provided. I believe I have been discriminated against because of my disability, in violation of the Americans with Disabilities Act of 1990, as amended.			
RECEIVED EEOC FEB 14 2012 CHICAGO DISTRICT OFFICE			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT [REDACTED]	
Feb 14, 2012 Date	[Signature] Charging Party Signature		
		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	